

July 7, 2005

VIA FACSIMILE ONLY

The Honorable Cari M. Dominguez  
Chair  
U.S. Equal Employment Opportunity Commission  
1801 L Street, N.W.  
Washington, D.C. 20507

The Honorable Naomi C. Earp  
Vice Chair  
U.S. Equal Employment Opportunity Commission  
1801 L Street, N.W.  
Washington, D.C. 20507

The Honorable Leslie E. Silverman  
U.S. Equal Employment Opportunity Commission  
1801 L Street, N.W.  
Washington, D.C. 20507

The Honorable Stuart J. Ishimaru  
U.S. Equal Employment Opportunity Commission  
1801 L Street, N.W.  
Washington, D.C. 20507

Re: July 8, 2005 Commission Meeting to Vote on Field Repositioning Plan

Dear Commissioners Dominguez, Earp, Silverman and Ishimaru:

We strongly urge you to refrain from rushing to vote tomorrow on Chair Dominguez's Field Repositioning Plan. As we have stated in prior correspondence with you, as well as in our meeting with the U.S. Equal Employment Opportunity Commission's (EEOC) Senior Staff on June 2, 2005, we believe that public participation in this process is essential to its success. Although the EEOC held a "moderated" question and answer session, during which less than 15 stakeholders were permitted to ask questions, we believe that the information provided by the EEOC thus far in response to those and other questions is inadequate. The answers, such as those given by Chair Dominguez to Mr. Wade Henderson of the Leadership Conference on Civil Rights, provided little insight into the EEOC's decision-making process or adequate information for stakeholders to assess the financial and operational reasons for the repositioning proposal.

As such, we must oppose the repositioning proposal absent any additional information; we are not satisfied that the repositioning will not compromise the services provided by the EEOC. Accordingly, we strongly urge you to refrain from rushing to a vote tomorrow, and instead engage in an open and comprehensive dialogue with both internal and external stakeholders about the repositioning proposal.

Thank you for your consideration of our comments. If you have any questions about this letter, please feel free to contact me at (415) 296-7629, ext. 103. We look forward to working with you on this and other issues.

Sincerely yours,

Marissa M. Tirona  
Program Director  
National Employment Lawyers Association